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3-15-1939

## Great Atlantic and Pacific Tea Company and Amalgamated Meat Cutters and Butcher Workmen of North America, Local 213, AFL, American Central Labor Union (1939)

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## Great Atlantic and Pacific Tea Company and Amalgamated Meat Cutters and Butcher Workmen of North America, Local 213, AFL, American Central Labor Union (1939)

### Location

Savannah, GA

### Effective Date

3-15-1939

### Expiration Date

9-20-1940

### Number of Workers

29

### Employer

Great Atlantic and Pacific Tea Company

### Union

Amalgamated Meat Cutters and Butcher Workmen of North America

### Union Local

213

### NAICS

44

### Sector

Private

### Item ID

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### Keywords

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

### Comments

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WORKING AGREEMENT  
OF THE  
AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA  
AFFILIATED WITH AMERICAN FEDERATION OF LABOR

LOCAL UNION NO. 213  
SAVANNAH, GEORGIA.

Articles of agreement governing Meat Cutters and Butcher Workmen of Savannah, Georgia, and Jurisdiction of Local No. 213, entered into between The Great Atlantic & Pacific Tea Company at Savannah, Georgia, and the Amalgamated Meat Cutters and Butcher Workmen International Union, American Central Labor Union.

Article 1. In order to assure the securing of the benefits intended to be derived by the employer and the employees under these Articles of Agreement, the employer agrees to employ as meat cutters and apprentices only members in good standing with Local Union No. 213. If the Union is unable to furnish desirable men, then non-members may be hired and must make application to Local No. 213 one week after date of employment.

Article 2. Hours of labor shall remain the same until Local Union No. 213, Amalgamated Meat Cutters and Butcher Workmen of North America, have organized a majority of the retail meat dealers in the city of Savannah. When this is accomplished, the agreement will be opened for negotiation relative to hours only, unless this agreement has expired.

WAGES

Article 3. The minimum wage for Market Managers, Journeymen and Apprentices shall be as follows: Any employee receiving more than the minimum shall not be reduced.

Market Managers -	\$200 to \$250 weekly meat volume -	\$22.50	per week
Over \$250 to \$300	" " " "	\$25.00	" "
Over \$300 to \$375	" " " "	\$27.50	" "
Over \$375 to \$450	" " " "	\$30.00	" "
Over \$450 to \$650	" " " "	\$32.50	" "
Over \$650	" " " "	\$35.00	" "

Journey men and Meat Cutters (Full Time) -			
First six months' service	- - - - -	\$18.00	" "
Second " "	- - - - -	\$20.00	" "

Apprentice Meat Clerks (Full Time) -			
First year's service	- - - - -	\$14.00	" "
Second " "	- - - - -	\$15.00	" "
Third " "	- - - - -	\$16.00	" "

Part-Time Journeymen or Meat Cutters - hourly rate - -	.32	"	Hour
Part-Time Apprentice Meat Clerks - hourly rate - -	.27	"	"

Part-Time Help to be guaranteed four hours' salary when called for work.

One apprentice shall be allowed to every two journey men, except in markets having a weekly volume of \$400 or less.

In markets of \$400 or less weekly volume an apprentice is permitted to work.

Article 4. Seniority shall be recognized Journeymen promoted provided they meet qualifications.

Article 5. The employer will furnish all linens used in markets, also laundry same. Sharpening of tools to be paid for by the employer.

VACATIONS

Article 6. Employees covered by this agreement who have one year's service with said employer shall receive one week's vacation each year with pay.





HOLIDAYS

Article 7. There shall be no work on the following holidays; Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and Sundays. Employees shall not be docked for such holidays.

Article 8. No employer shall be asked to make any written or verbal agreement that will conflict with this Agreement. An employee shall not be re-classified to defeat the purpose of this agreement.

Article 9. The Union shop card is the property of the Amalgamated Meat Cutters and Butcher Workmen of North America and is loaned to the employer for display, who sign and abide by this Agreement. The shop card can be removed from any market by the secretary of Local No. 213, or his deputy for any violation of this Agreement.

Article 10. The employer agrees that the Union representative can investigate the standing of an employee in the markets during working hours.

Article 11. The employers have the right to discharge any employee for good cause such as dishonesty, incompetency or intoxication.

Article 12. Should it be found impossible to arrive at a mutually satisfactory adjustment of any grievance, it will then be turned over to a Board of Arbitration, consisting of one member to be selected by the Company and one member by the local, the two then select a third who shall act as chairman.

A Board of Arbitration on such cases shall be appointed within two (2) weeks after the grievance is first discussed, and the decision of the Board shall be given within seven (7) days after its appointment; its decision to be final and binding upon both parties.

There shall be no cessation of work by membership or lock-out by employer pending arbitration.

Article 13. In consideration for the granting of the above conditions by the employer, Local Union No. 213 agrees to furnish men who will work for the best interest of the employer in every way, just and lawful, to give honest diligent service to the patrons of the employer's establishment, to do everything within their power for the uplifting of the meat industry.

Article 14. Any alterations that may be desired by either party to this Agreement at the time of its expiration must be made known not later than thirty days prior to the expiration, and in the event the thirty days' notice is not given it is hereby agreed by and between both parties that this said agreement shall be treated and considered as being renewed in full for the ensuing year from date of expiration. This Agreement expires 3/20/40, subject to the conditions of The Article.

IN WITNESS WHEREOF, the undersigned parties have heretofore executed the foregoing agreements and affixed their hands and seals this 15 day of March, 1934

EMPLOYER

The Great Atlantic Pacific Co  
BY C. A. Schummat

AMALGAMATED MEAT CUTTERS AND BUTCHER  
WORKMEN OF NORTH AMERICA A. F. OF L.

BY \_\_\_\_\_  
President  
BY J. C. Williams  
Secretary  
BY \_\_\_\_\_  
Representative

U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON

*Meat Cutters #213  
Savannah, Ga.  
3-28-40.*

UNION AGREEMENTS

December 1, 1939

Mr. R. H. Durden, Sec'y #213  
Amal. Meat Cutters & Butcher Workmen  
213 W. York  
Savannah, Ga.

Dear Sir:

For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records and shall appreciate your cooperation in sending us copies of them, together with the information requested below.

If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we will keep the identity of the agreement confidential, using the materials only for general analysis which will not reveal the name of your union.

The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let me know.

AMALGAMATED MEAT CUTTERS &  
BUTCHER WORKMEN OF N. A.  
AFFILIATED WITH A. F. of L.  
LOCAL UNION No. 213  
SAVANNAH, GA.

Very truly yours,

*Isador Rubin*  
Commissioner of Labor Statistics.

Name of company or employers' association signing the agreement

*The Great Atlantic & Pacific Tea Co*

(If more than one employer, please list on reverse side)

Number of companies covered by agreement *one*

Number of union members working under terms of agreement *Two*

Number of nonmembers working under terms of agreement *Twenty Seven*

Branch of trade covered

*Butchers & Meat Cutters*

Date signed

*Mar. 15-1939*

Date of expiration

*Mar. 20, 1940*

Please check here if you wish the agreement returned

*No*

*J. C. Williams*

(Name of person furnishing information)

*(Sec'y)*

*212 HABERSHAM ST*

(Address)